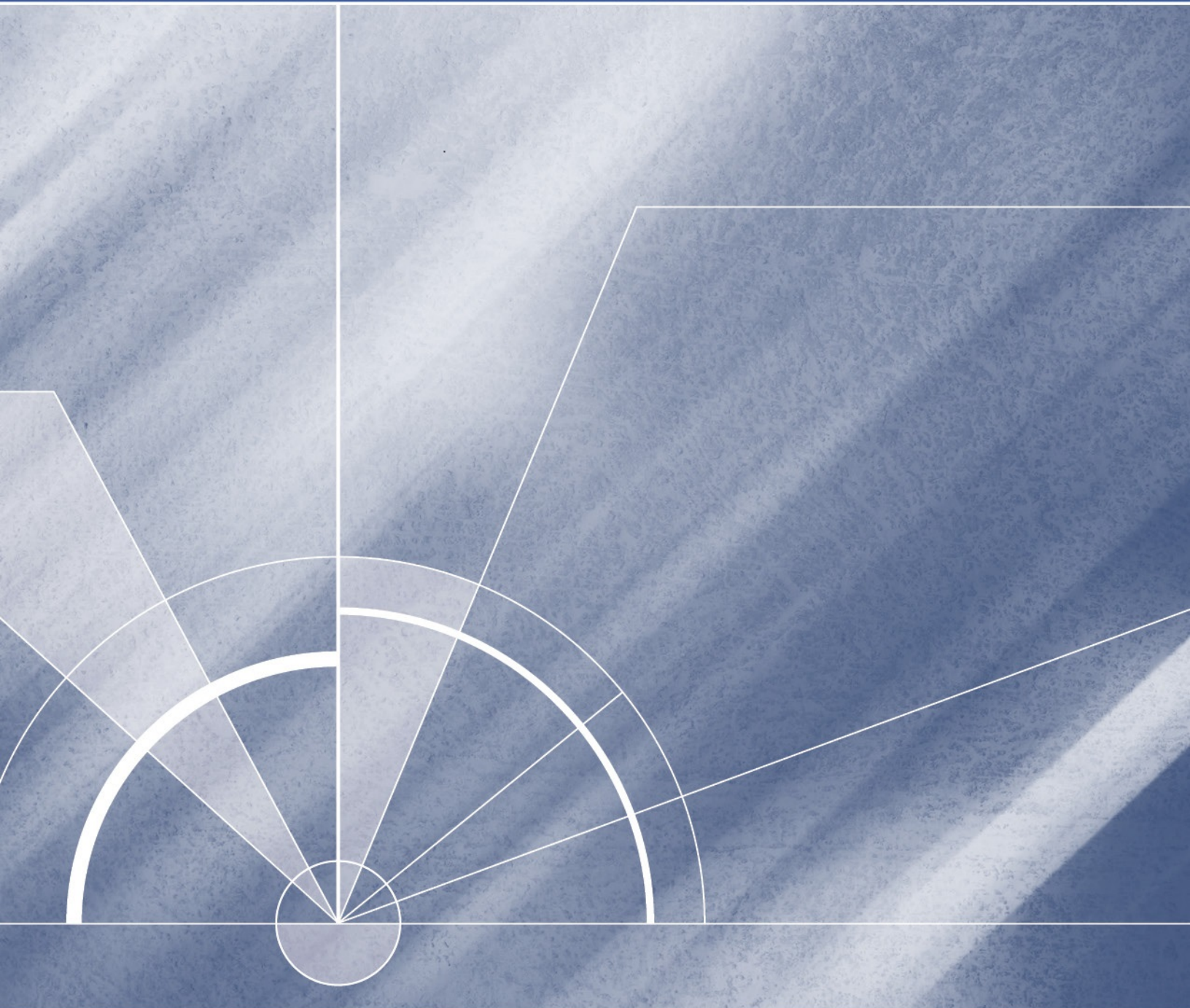


# 2017

## **Federal Employee Viewpoint Survey** *Empowering Employees. Inspiring Change.*

Generations  
Comparison  
Report

Environmental Protection Agency



# Environmental Protection Agency

## Generations Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

### Response Summary

	Surveys Completed
Governmentwide	486,105
<b>Environmental Protection Agency</b>	<b>9,414</b>
Traditionalists (born 1945 or earlier)	101
Baby Boomers (born 1946 to 1964)	4,389
Generation X (born 1965 to 1980)	3,637
Generation Y (born 1981 or later)	1,287

### Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
<b>Environmental Protection Agency</b>	<b>9,390</b>	<b>69.9%</b>	<b>14.6%</b>	<b>15.5%</b>
Traditionalists (born 1945 or earlier)	100	73.2%	19.1%	7.8%
Baby Boomers (born 1946 to 1964)	4,377	65.2%	17.3%	17.5%
Generation X (born 1965 to 1980)	3,630	72.7%	12.1%	15.2%
Generation Y (born 1981 or later)	1,283	78.4%	11.5%	10.0%

# Environmental Protection Agency

## Generations Comparison Report

### My Work Experience (continued)

#### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>Environmental Protection Agency</b>	<b>9,368</b>	<b>72.3%</b>	<b>13.8%</b>	<b>13.9%</b>
Traditionalists (born 1945 or earlier)	99	81.4%	8.8%	9.8%
Baby Boomers (born 1946 to 1964)	4,369	71.7%	14.3%	14.0%
Generation X (born 1965 to 1980)	3,619	72.4%	13.2%	14.4%
Generation Y (born 1981 or later)	1,281	73.2%	14.5%	12.3%

#### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
<b>Environmental Protection Agency</b>	<b>9,323</b>	<b>67.3%</b>	<b>15.6%</b>	<b>17.1%</b>
Traditionalists (born 1945 or earlier)	101	73.9%	18.0%	8.1%
Baby Boomers (born 1946 to 1964)	4,339	65.2%	16.6%	18.2%
Generation X (born 1965 to 1980)	3,603	68.4%	14.7%	16.9%
Generation Y (born 1981 or later)	1,280	71.2%	14.6%	14.2%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>Environmental Protection Agency</b>	<b>9,369</b>	<b>76.4%</b>	<b>12.6%</b>	<b>11.0%</b>
Traditionalists (born 1945 or earlier)	100	92.2%	5.0%	2.8%
Baby Boomers (born 1946 to 1964)	4,364	76.2%	12.2%	11.6%
Generation X (born 1965 to 1980)	3,620	75.9%	13.5%	10.6%
Generation Y (born 1981 or later)	1,285	77.5%	12.1%	10.4%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>Environmental Protection Agency</b>	<b>9,318</b>	<b>84.1%</b>	<b>10.1%</b>	<b>5.8%</b>
Traditionalists (born 1945 or earlier)	100	92.3%	6.4%	1.3%
Baby Boomers (born 1946 to 1964)	4,337	85.1%	9.1%	5.9%
Generation X (born 1965 to 1980)	3,602	83.3%	11.1%	5.6%
Generation Y (born 1981 or later)	1,279	82.2%	11.6%	6.2%

# Environmental Protection Agency

## Generations Comparison Report

### My Work Experience (continued)

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>Environmental Protection Agency</b>	<b>9,317</b>	<b>80.1%</b>	<b>11.0%</b>	<b>8.9%</b>
Traditionalists (born 1945 or earlier)	99	92.0%	6.7%	1.3%
Baby Boomers (born 1946 to 1964)	4,335	79.7%	11.3%	9.0%
Generation X (born 1965 to 1980)	3,607	80.0%	10.5%	9.5%
Generation Y (born 1981 or later)	1,276	81.1%	11.4%	7.6%

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
<b>Environmental Protection Agency</b>	<b>9,372</b>	<b>96.4%</b>	<b>2.3%</b>	<b>1.4%</b>
Traditionalists (born 1945 or earlier)	101	96.1%	1.8%	2.2%
Baby Boomers (born 1946 to 1964)	4,364	95.9%	2.6%	1.5%
Generation X (born 1965 to 1980)	3,625	96.4%	2.2%	1.4%
Generation Y (born 1981 or later)	1,282	97.9%	1.4%	0.7%

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
<b>Environmental Protection Agency</b>	<b>9,345</b>	<b>90.8%</b>	<b>7.5%</b>	<b>1.7%</b>
Traditionalists (born 1945 or earlier)	100	87.9%	12.1%	0.0%
Baby Boomers (born 1946 to 1964)	4,344	90.1%	8.1%	1.8%
Generation X (born 1965 to 1980)	3,615	91.1%	7.1%	1.8%
Generation Y (born 1981 or later)	1,286	93.0%	6.0%	1.0%

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
<b>Environmental Protection Agency</b>	<b>9,366</b>	<b>39.9%</b>	<b>17.0%</b>	<b>43.1%</b>	<b>16</b>
Traditionalists (born 1945 or earlier)	100	61.3%	16.0%	22.7%	0
Baby Boomers (born 1946 to 1964)	4,360	39.2%	16.1%	44.7%	11
Generation X (born 1965 to 1980)	3,623	39.5%	16.8%	43.7%	4
Generation Y (born 1981 or later)	1,283	41.9%	20.7%	37.4%	1

# Environmental Protection Agency

## Generations Comparison Report

### My Work Experience (continued)

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>Environmental Protection Agency</b>	<b>9,346</b>	<b>57.5%</b>	<b>17.4%</b>	<b>25.1%</b>	<b>12</b>
Traditionalists (born 1945 or earlier)	101	74.1%	18.3%	7.6%	0
Baby Boomers (born 1946 to 1964)	4,350	56.7%	18.0%	25.3%	5
Generation X (born 1965 to 1980)	3,610	56.6%	16.7%	26.7%	7
Generation Y (born 1981 or later)	1,285	62.1%	17.3%	20.7%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>Environmental Protection Agency</b>	<b>9,220</b>	<b>60.7%</b>	<b>16.7%</b>	<b>22.6%</b>	<b>31</b>
Traditionalists (born 1945 or earlier)	98	71.0%	18.6%	10.4%	0
Baby Boomers (born 1946 to 1964)	4,264	59.4%	16.6%	24.0%	19
Generation X (born 1965 to 1980)	3,588	61.1%	16.6%	22.3%	9
Generation Y (born 1981 or later)	1,270	63.4%	17.6%	19.0%	3

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
<b>Environmental Protection Agency</b>	<b>9,309</b>	<b>82.3%</b>	<b>9.5%</b>	<b>8.1%</b>	<b>47</b>
Traditionalists (born 1945 or earlier)	100	86.1%	9.6%	4.3%	1
Baby Boomers (born 1946 to 1964)	4,323	81.8%	10.4%	7.8%	29
Generation X (born 1965 to 1980)	3,614	82.0%	9.1%	8.9%	9
Generation Y (born 1981 or later)	1,272	85.2%	7.6%	7.2%	8

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
<b>Environmental Protection Agency</b>	<b>9,270</b>	<b>90.6%</b>	<b>6.5%</b>	<b>2.9%</b>	<b>27</b>
Traditionalists (born 1945 or earlier)	97	94.6%	4.0%	1.3%	1
Baby Boomers (born 1946 to 1964)	4,313	90.0%	6.7%	3.4%	18
Generation X (born 1965 to 1980)	3,591	91.2%	6.2%	2.5%	5
Generation Y (born 1981 or later)	1,269	90.6%	6.8%	2.7%	3



## Environmental Protection Agency Generations Comparison Report

### My Work Experience (continued)

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
<b>Environmental Protection Agency</b>	<b>9,325</b>	<b>72.7%</b>	<b>12.7%</b>	<b>14.6%</b>	<b>24</b>
Traditionalists (born 1945 or earlier)	100	79.3%	8.3%	12.5%	0
Baby Boomers (born 1946 to 1964)	4,340	72.6%	13.1%	14.3%	13
Generation X (born 1965 to 1980)	3,608	73.1%	12.0%	14.8%	8
Generation Y (born 1981 or later)	1,277	71.0%	13.8%	15.3%	3

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
<b>Environmental Protection Agency</b>	<b>9,288</b>	<b>75.3%</b>	<b>12.9%</b>	<b>11.8%</b>	<b>89</b>
Traditionalists (born 1945 or earlier)	101	76.5%	14.8%	8.7%	0
Baby Boomers (born 1946 to 1964)	4,329	71.1%	14.9%	14.0%	36
Generation X (born 1965 to 1980)	3,598	78.2%	11.1%	10.7%	28
Generation Y (born 1981 or later)	1,260	82.4%	10.9%	6.7%	25

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>Environmental Protection Agency</b>	<b>9,319</b>	<b>86.2%</b>	<b>9.9%</b>	<b>3.9%</b>	<b>25</b>
Traditionalists (born 1945 or earlier)	100	87.3%	10.4%	2.3%	0
Baby Boomers (born 1946 to 1964)	4,332	85.8%	10.5%	3.7%	14
Generation X (born 1965 to 1980)	3,612	87.0%	8.9%	4.1%	6
Generation Y (born 1981 or later)	1,275	85.0%	10.8%	4.2%	5

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
<b>Environmental Protection Agency</b>	<b>8,645</b>	<b>64.0%</b>	<b>19.0%</b>	<b>17.1%</b>	<b>686</b>
Traditionalists (born 1945 or earlier)	91	68.6%	20.2%	11.1%	10
Baby Boomers (born 1946 to 1964)	4,037	60.6%	20.3%	19.1%	309
Generation X (born 1965 to 1980)	3,335	65.2%	18.3%	16.4%	269
Generation Y (born 1981 or later)	1,182	72.4%	15.6%	11.9%	98

## Environmental Protection Agency Generations Comparison Report

### My Work Experience (continued)

#### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>Environmental Protection Agency</b>	<b>9,269</b>	<b>51.1%</b>	<b>24.4%</b>	<b>24.5%</b>	<b>95</b>
Traditionalists (born 1945 or earlier)	100	57.2%	27.1%	15.7%	0
Baby Boomers (born 1946 to 1964)	4,306	48.3%	26.2%	25.5%	45
Generation X (born 1965 to 1980)	3,589	51.7%	24.0%	24.2%	41
Generation Y (born 1981 or later)	1,274	59.4%	18.6%	22.0%	9

#### 19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
<b>Environmental Protection Agency</b>	<b>9,233</b>	<b>65.4%</b>	<b>15.2%</b>	<b>19.4%</b>	<b>169</b>
Traditionalists (born 1945 or earlier)	96	68.7%	17.4%	13.9%	4
Baby Boomers (born 1946 to 1964)	4,304	63.2%	16.2%	20.6%	76
Generation X (born 1965 to 1980)	3,582	67.0%	14.5%	18.5%	53
Generation Y (born 1981 or later)	1,251	68.9%	12.9%	18.2%	36

### My Work Unit

#### 20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
<b>Environmental Protection Agency</b>	<b>9,400</b>	<b>83.2%</b>	<b>9.5%</b>	<b>7.3%</b>
Traditionalists (born 1945 or earlier)	100	95.3%	3.0%	1.8%
Baby Boomers (born 1946 to 1964)	4,379	83.1%	9.6%	7.2%
Generation X (born 1965 to 1980)	3,634	83.0%	9.5%	7.6%
Generation Y (born 1981 or later)	1,287	83.0%	9.6%	7.4%

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
<b>Environmental Protection Agency</b>	<b>9,054</b>	<b>42.6%</b>	<b>21.7%</b>	<b>35.6%</b>	<b>331</b>
Traditionalists (born 1945 or earlier)	98	54.7%	21.7%	23.6%	3
Baby Boomers (born 1946 to 1964)	4,200	40.1%	22.6%	37.3%	172
Generation X (born 1965 to 1980)	3,526	43.3%	21.0%	35.6%	102
Generation Y (born 1981 or later)	1,230	48.9%	20.7%	30.4%	54

## Environmental Protection Agency Generations Comparison Report

### My Work Unit (continued)

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
<b>Environmental Protection Agency</b>	<b>8,519</b>	<b>42.1%</b>	<b>27.7%</b>	<b>30.1%</b>	<b>840</b>
Traditionalists (born 1945 or earlier)	92	47.4%	36.7%	15.9%	9
Baby Boomers (born 1946 to 1964)	4,022	40.4%	27.9%	31.7%	338
Generation X (born 1965 to 1980)	3,279	43.4%	27.3%	29.2%	338
Generation Y (born 1981 or later)	1,126	44.4%	27.4%	28.2%	155

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
<b>Environmental Protection Agency</b>	<b>8,029</b>	<b>31.6%</b>	<b>31.3%</b>	<b>37.1%</b>	<b>1,338</b>
Traditionalists (born 1945 or earlier)	87	36.2%	39.8%	24.1%	13
Baby Boomers (born 1946 to 1964)	3,802	33.0%	33.0%	34.0%	561
Generation X (born 1965 to 1980)	3,108	31.8%	29.7%	38.5%	515
Generation Y (born 1981 or later)	1,032	24.6%	28.8%	46.6%	249

#### 24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
<b>Environmental Protection Agency</b>	<b>8,497</b>	<b>39.5%</b>	<b>28.8%</b>	<b>31.6%</b>	<b>872</b>
Traditionalists (born 1945 or earlier)	91	42.9%	41.8%	15.3%	8
Baby Boomers (born 1946 to 1964)	4,005	39.9%	29.6%	30.5%	361
Generation X (born 1965 to 1980)	3,276	39.8%	28.0%	32.2%	351
Generation Y (born 1981 or later)	1,125	36.9%	27.5%	35.6%	152

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
<b>Environmental Protection Agency</b>	<b>8,309</b>	<b>50.1%</b>	<b>24.2%</b>	<b>25.7%</b>	<b>1,029</b>
Traditionalists (born 1945 or earlier)	91	57.2%	28.9%	13.9%	6
Baby Boomers (born 1946 to 1964)	3,964	49.6%	23.6%	26.8%	388
Generation X (born 1965 to 1980)	3,198	50.5%	23.8%	25.6%	416
Generation Y (born 1981 or later)	1,056	50.2%	27.1%	22.7%	219



## Environmental Protection Agency Generations Comparison Report

### My Work Unit (continued)

#### 26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
<b>Environmental Protection Agency</b>	<b>9,296</b>	<b>79.9%</b>	<b>10.7%</b>	<b>9.5%</b>	<b>46</b>
Traditionalists (born 1945 or earlier)	101	83.2%	11.9%	4.9%	0
Baby Boomers (born 1946 to 1964)	4,316	78.4%	11.5%	10.1%	29
Generation X (born 1965 to 1980)	3,605	80.5%	10.2%	9.4%	12
Generation Y (born 1981 or later)	1,274	83.2%	9.1%	7.7%	5

#### 27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
<b>Environmental Protection Agency</b>	<b>8,893</b>	<b>57.3%</b>	<b>28.8%</b>	<b>13.9%</b>	<b>474</b>
Traditionalists (born 1945 or earlier)	94	52.6%	40.0%	7.4%	7
Baby Boomers (born 1946 to 1964)	4,145	53.6%	30.9%	15.5%	216
Generation X (born 1965 to 1980)	3,456	58.5%	28.0%	13.5%	169
Generation Y (born 1981 or later)	1,198	68.5%	22.0%	9.5%	82

#### 28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
<b>Environmental Protection Agency</b>	<b>9,385</b>	<b>90.6%</b>	<b>7.9%</b>	<b>1.5%</b>
Traditionalists (born 1945 or earlier)	100	94.4%	4.6%	1.0%
Baby Boomers (born 1946 to 1964)	4,375	90.4%	8.2%	1.4%
Generation X (born 1965 to 1980)	3,625	90.7%	7.7%	1.6%
Generation Y (born 1981 or later)	1,285	90.9%	7.6%	1.5%

### My Agency

#### 29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
<b>Environmental Protection Agency</b>	<b>9,092</b>	<b>75.4%</b>	<b>14.5%</b>	<b>10.1%</b>	<b>174</b>
Traditionalists (born 1945 or earlier)	98	88.1%	8.0%	3.9%	2
Baby Boomers (born 1946 to 1964)	4,230	74.1%	15.5%	10.4%	94
Generation X (born 1965 to 1980)	3,508	75.4%	14.5%	10.0%	64
Generation Y (born 1981 or later)	1,256	79.0%	11.5%	9.5%	14

# Environmental Protection Agency

## Generations Comparison Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
<b>Environmental Protection Agency</b>	<b>8,995</b>	<b>48.0%</b>	<b>23.3%</b>	<b>28.6%</b>	<b>281</b>
Traditionalists (born 1945 or earlier)	95	65.6%	24.1%	10.2%	5
Baby Boomers (born 1946 to 1964)	4,176	47.8%	23.8%	28.4%	150
Generation X (born 1965 to 1980)	3,489	47.3%	23.1%	29.7%	94
Generation Y (born 1981 or later)	1,235	49.9%	22.2%	27.9%	32

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
<b>Environmental Protection Agency</b>	<b>9,075</b>	<b>60.3%</b>	<b>20.5%</b>	<b>19.2%</b>	<b>209</b>
Traditionalists (born 1945 or earlier)	95	73.2%	19.5%	7.3%	3
Baby Boomers (born 1946 to 1964)	4,221	58.2%	21.6%	20.2%	109
Generation X (born 1965 to 1980)	3,510	61.2%	19.9%	18.9%	77
Generation Y (born 1981 or later)	1,249	64.7%	18.1%	17.2%	20

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>Environmental Protection Agency</b>	<b>8,918</b>	<b>49.3%</b>	<b>26.5%</b>	<b>24.2%</b>	<b>326</b>
Traditionalists (born 1945 or earlier)	95	63.0%	25.8%	11.2%	5
Baby Boomers (born 1946 to 1964)	4,148	47.6%	27.0%	25.4%	166
Generation X (born 1965 to 1980)	3,445	50.2%	26.2%	23.5%	125
Generation Y (born 1981 or later)	1,230	51.8%	25.3%	22.9%	30

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
<b>Environmental Protection Agency</b>	<b>8,322</b>	<b>22.8%</b>	<b>31.7%</b>	<b>45.5%</b>	<b>939</b>
Traditionalists (born 1945 or earlier)	84	34.7%	39.8%	25.4%	14
Baby Boomers (born 1946 to 1964)	3,911	21.9%	33.1%	45.0%	408
Generation X (born 1965 to 1980)	3,215	22.3%	30.6%	47.2%	362
Generation Y (born 1981 or later)	1,112	27.2%	28.8%	44.0%	155

## Environmental Protection Agency Generations Comparison Report

### My Agency (continued)

#### **34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
<b>Environmental Protection Agency</b>	<b>8,690</b>	<b>63.8%</b>	<b>22.4%</b>	<b>13.8%</b>	<b>575</b>
Traditionalists (born 1945 or earlier)	93	68.3%	22.8%	8.9%	6
Baby Boomers (born 1946 to 1964)	4,091	64.2%	22.5%	13.2%	227
Generation X (born 1965 to 1980)	3,343	62.2%	22.7%	15.2%	235
Generation Y (born 1981 or later)	1,163	66.5%	20.9%	12.6%	107

#### **35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
<b>Environmental Protection Agency</b>	<b>9,120</b>	<b>84.6%</b>	<b>10.4%</b>	<b>4.9%</b>	<b>160</b>
Traditionalists (born 1945 or earlier)	98	90.6%	4.7%	4.7%	2
Baby Boomers (born 1946 to 1964)	4,255	83.4%	11.5%	5.2%	74
Generation X (born 1965 to 1980)	3,521	84.8%	10.2%	5.0%	64
Generation Y (born 1981 or later)	1,246	88.3%	7.8%	3.9%	20

#### **36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
<b>Environmental Protection Agency</b>	<b>9,158</b>	<b>84.7%</b>	<b>11.1%</b>	<b>4.2%</b>	<b>89</b>
Traditionalists (born 1945 or earlier)	98	88.5%	9.6%	1.9%	1
Baby Boomers (born 1946 to 1964)	4,277	85.2%	10.9%	3.9%	38
Generation X (born 1965 to 1980)	3,535	84.1%	11.4%	4.5%	34
Generation Y (born 1981 or later)	1,248	84.8%	10.6%	4.6%	16

#### **37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
<b>Environmental Protection Agency</b>	<b>8,570</b>	<b>57.2%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>693</b>
Traditionalists (born 1945 or earlier)	88	69.4%	20.5%	10.1%	11
Baby Boomers (born 1946 to 1964)	4,037	54.5%	22.2%	23.3%	293
Generation X (born 1965 to 1980)	3,288	58.3%	21.9%	19.8%	280
Generation Y (born 1981 or later)	1,157	62.9%	18.1%	19.0%	109

## Environmental Protection Agency Generations Comparison Report

### My Agency (continued)

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
<b>Environmental Protection Agency</b>	<b>8,226</b>	<b>72.3%</b>	<b>16.9%</b>	<b>10.8%</b>	<b>1,011</b>
Traditionalists (born 1945 or earlier)	89	79.3%	13.2%	7.4%	11
Baby Boomers (born 1946 to 1964)	3,877	68.7%	18.6%	12.6%	428
Generation X (born 1965 to 1980)	3,163	72.8%	17.0%	10.2%	404
Generation Y (born 1981 or later)	1,097	83.8%	10.1%	6.1%	168

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
<b>Environmental Protection Agency</b>	<b>9,143</b>	<b>72.4%</b>	<b>15.8%</b>	<b>11.8%</b>	<b>128</b>
Traditionalists (born 1945 or earlier)	95	71.6%	18.0%	10.4%	3
Baby Boomers (born 1946 to 1964)	4,257	71.2%	16.4%	12.4%	69
Generation X (born 1965 to 1980)	3,527	73.0%	15.3%	11.6%	50
Generation Y (born 1981 or later)	1,264	75.3%	15.0%	9.7%	6

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>Environmental Protection Agency</b>	<b>9,270</b>	<b>66.7%</b>	<b>18.4%</b>	<b>14.9%</b>
Traditionalists (born 1945 or earlier)	99	80.1%	13.6%	6.3%
Baby Boomers (born 1946 to 1964)	4,330	64.2%	19.4%	16.4%
Generation X (born 1965 to 1980)	3,573	66.6%	18.9%	14.5%
Generation Y (born 1981 or later)	1,268	75.5%	13.6%	11.0%

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
<b>Environmental Protection Agency</b>	<b>8,438</b>	<b>41.3%</b>	<b>27.5%</b>	<b>31.2%</b>	<b>857</b>
Traditionalists (born 1945 or earlier)	88	47.7%	36.2%	16.1%	12
Baby Boomers (born 1946 to 1964)	3,939	39.8%	28.8%	31.4%	401
Generation X (born 1965 to 1980)	3,250	41.4%	26.5%	32.1%	337
Generation Y (born 1981 or later)	1,161	45.7%	25.0%	29.2%	107

# Environmental Protection Agency

## Generations Comparison Report

### My Supervisor

#### 42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
<b>Environmental Protection Agency</b>	<b>9,239</b>	<b>88.8%</b>	<b>6.4%</b>	<b>4.7%</b>	<b>46</b>
Traditionalists (born 1945 or earlier)	97	89.9%	8.2%	1.8%	1
Baby Boomers (born 1946 to 1964)	4,308	87.2%	8.1%	4.7%	25
Generation X (born 1965 to 1980)	3,570	89.3%	5.3%	5.4%	16
Generation Y (born 1981 or later)	1,264	93.3%	3.3%	3.4%	4

#### 43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
<b>Environmental Protection Agency</b>	<b>9,230</b>	<b>76.2%</b>	<b>12.7%</b>	<b>11.0%</b>	<b>35</b>
Traditionalists (born 1945 or earlier)	99	75.5%	21.5%	2.9%	0
Baby Boomers (born 1946 to 1964)	4,308	71.8%	14.9%	13.3%	16
Generation X (born 1965 to 1980)	3,558	79.3%	11.0%	9.7%	16
Generation Y (born 1981 or later)	1,265	83.6%	9.0%	7.4%	3

#### 44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
<b>Environmental Protection Agency</b>	<b>9,169</b>	<b>72.4%</b>	<b>14.7%</b>	<b>13.0%</b>	<b>58</b>
Traditionalists (born 1945 or earlier)	96	75.6%	19.5%	4.9%	1
Baby Boomers (born 1946 to 1964)	4,273	68.6%	16.9%	14.5%	29
Generation X (born 1965 to 1980)	3,538	74.5%	13.2%	12.3%	24
Generation Y (born 1981 or later)	1,262	79.6%	10.3%	10.1%	4

#### 45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
<b>Environmental Protection Agency</b>	<b>8,393</b>	<b>76.2%</b>	<b>17.7%</b>	<b>6.0%</b>	<b>851</b>
Traditionalists (born 1945 or earlier)	89	73.0%	24.5%	2.5%	9
Baby Boomers (born 1946 to 1964)	3,920	72.9%	20.2%	6.9%	388
Generation X (born 1965 to 1980)	3,238	78.5%	15.6%	5.9%	336
Generation Y (born 1981 or later)	1,146	82.4%	14.2%	3.4%	118

# Environmental Protection Agency

## Generations Comparison Report

### My Supervisor (continued)

#### 46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
<b>Environmental Protection Agency</b>	<b>9,202</b>	<b>68.8%</b>	<b>17.6%</b>	<b>13.6%</b>	<b>39</b>
Traditionalists (born 1945 or earlier)	98	71.2%	19.2%	9.6%	0
Baby Boomers (born 1946 to 1964)	4,289	64.9%	20.6%	14.5%	19
Generation X (born 1965 to 1980)	3,551	71.8%	15.2%	13.0%	17
Generation Y (born 1981 or later)	1,264	74.5%	13.3%	12.2%	3

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
<b>Environmental Protection Agency</b>	<b>9,124</b>	<b>75.6%</b>	<b>13.9%</b>	<b>10.4%</b>	<b>137</b>
Traditionalists (born 1945 or earlier)	94	72.7%	18.9%	8.5%	4
Baby Boomers (born 1946 to 1964)	4,243	72.1%	16.4%	11.5%	76
Generation X (born 1965 to 1980)	3,531	77.8%	12.3%	9.9%	47
Generation Y (born 1981 or later)	1,256	82.6%	9.3%	8.1%	10

#### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>Environmental Protection Agency</b>	<b>9,278</b>	<b>84.7%</b>	<b>7.9%</b>	<b>7.4%</b>
Traditionalists (born 1945 or earlier)	99	91.2%	4.7%	4.1%
Baby Boomers (born 1946 to 1964)	4,333	82.6%	8.8%	8.7%
Generation X (born 1965 to 1980)	3,578	85.6%	7.5%	6.9%
Generation Y (born 1981 or later)	1,268	89.5%	5.7%	4.8%

#### 49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>Environmental Protection Agency</b>	<b>9,257</b>	<b>87.4%</b>	<b>6.8%</b>	<b>5.8%</b>
Traditionalists (born 1945 or earlier)	97	89.1%	8.9%	2.0%
Baby Boomers (born 1946 to 1964)	4,323	85.2%	8.0%	6.8%
Generation X (born 1965 to 1980)	3,572	88.3%	6.1%	5.6%
Generation Y (born 1981 or later)	1,265	92.7%	4.4%	2.9%



# Environmental Protection Agency

## Generations Comparison Report

### My Supervisor (continued)

#### 50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
<b>Environmental Protection Agency</b>	<b>9,256</b>	<b>91.7%</b>	<b>4.6%</b>	<b>3.7%</b>
Traditionalists (born 1945 or earlier)	98	93.9%	5.2%	1.0%
Baby Boomers (born 1946 to 1964)	4,320	90.1%	5.9%	4.0%
Generation X (born 1965 to 1980)	3,570	92.4%	3.8%	3.8%
Generation Y (born 1981 or later)	1,268	95.4%	2.4%	2.2%

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>Environmental Protection Agency</b>	<b>9,258</b>	<b>76.2%</b>	<b>12.8%</b>	<b>11.1%</b>
Traditionalists (born 1945 or earlier)	97	88.0%	6.8%	5.2%
Baby Boomers (born 1946 to 1964)	4,318	73.2%	14.4%	12.4%
Generation X (born 1965 to 1980)	3,577	77.1%	12.2%	10.8%
Generation Y (born 1981 or later)	1,266	83.7%	8.8%	7.5%

#### 52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
<b>Environmental Protection Agency</b>	<b>9,269</b>	<b>79.7%</b>	<b>12.8%</b>	<b>7.5%</b>
Traditionalists (born 1945 or earlier)	99	83.9%	10.6%	5.5%
Baby Boomers (born 1946 to 1964)	4,325	77.8%	13.5%	8.7%
Generation X (born 1965 to 1980)	3,578	80.8%	12.4%	6.8%
Generation Y (born 1981 or later)	1,267	82.8%	12.1%	5.1%

### Leadership

#### 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
<b>Environmental Protection Agency</b>	<b>9,041</b>	<b>38.7%</b>	<b>23.1%</b>	<b>38.2%</b>	<b>191</b>
Traditionalists (born 1945 or earlier)	97	46.1%	27.9%	26.1%	2
Baby Boomers (born 1946 to 1964)	4,224	37.9%	24.9%	37.3%	90
Generation X (born 1965 to 1980)	3,488	38.3%	22.0%	39.7%	73
Generation Y (born 1981 or later)	1,232	42.3%	19.4%	38.3%	26

# Environmental Protection Agency

## Generations Comparison Report

### Leadership (continued)

#### 54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
<b>Environmental Protection Agency</b>	<b>8,575</b>	<b>49.1%</b>	<b>22.4%</b>	<b>28.5%</b>	<b>633</b>
Traditionalists (born 1945 or earlier)	91	61.1%	24.1%	14.8%	6
Baby Boomers (born 1946 to 1964)	3,985	48.7%	23.3%	28.0%	316
Generation X (born 1965 to 1980)	3,316	47.5%	23.2%	29.3%	237
Generation Y (born 1981 or later)	1,183	54.6%	16.6%	28.8%	74

#### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
<b>Environmental Protection Agency</b>	<b>8,628</b>	<b>72.8%</b>	<b>17.0%</b>	<b>10.2%</b>	<b>547</b>
Traditionalists (born 1945 or earlier)	94	73.3%	20.4%	6.3%	5
Baby Boomers (born 1946 to 1964)	4,006	70.1%	18.7%	11.2%	272
Generation X (born 1965 to 1980)	3,341	73.4%	16.8%	9.8%	200
Generation Y (born 1981 or later)	1,187	80.8%	11.2%	8.0%	70

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
<b>Environmental Protection Agency</b>	<b>9,055</b>	<b>65.2%</b>	<b>19.1%</b>	<b>15.7%</b>	<b>121</b>
Traditionalists (born 1945 or earlier)	96	70.2%	19.8%	10.1%	3
Baby Boomers (born 1946 to 1964)	4,211	63.2%	20.8%	16.0%	65
Generation X (born 1965 to 1980)	3,513	65.8%	17.8%	16.4%	33
Generation Y (born 1981 or later)	1,235	70.1%	16.6%	13.2%	20

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
<b>Environmental Protection Agency</b>	<b>8,506</b>	<b>66.8%</b>	<b>21.1%</b>	<b>12.1%</b>	<b>656</b>
Traditionalists (born 1945 or earlier)	91	68.3%	19.2%	12.6%	5
Baby Boomers (born 1946 to 1964)	3,974	64.0%	23.4%	12.6%	306
Generation X (born 1965 to 1980)	3,285	68.3%	19.5%	12.2%	249
Generation Y (born 1981 or later)	1,156	72.8%	17.2%	10.1%	96

# Environmental Protection Agency

## Generations Comparison Report

### Leadership (continued)

#### 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
<b>Environmental Protection Agency</b>	<b>8,890</b>	<b>60.3%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>292</b>
Traditionalists (born 1945 or earlier)	92	61.1%	26.0%	12.9%	6
Baby Boomers (born 1946 to 1964)	4,123	58.3%	21.3%	20.4%	159
Generation X (born 1965 to 1980)	3,456	61.8%	19.6%	18.6%	89
Generation Y (born 1981 or later)	1,219	63.2%	17.2%	19.6%	38

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
<b>Environmental Protection Agency</b>	<b>8,915</b>	<b>65.0%</b>	<b>19.2%</b>	<b>15.8%</b>	<b>275</b>
Traditionalists (born 1945 or earlier)	93	66.1%	25.3%	8.7%	5
Baby Boomers (born 1946 to 1964)	4,130	63.0%	20.5%	16.6%	161
Generation X (born 1965 to 1980)	3,467	66.3%	18.0%	15.6%	82
Generation Y (born 1981 or later)	1,225	68.6%	17.6%	13.8%	27

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
<b>Environmental Protection Agency</b>	<b>8,847</b>	<b>68.1%</b>	<b>20.1%</b>	<b>11.8%</b>	<b>357</b>
Traditionalists (born 1945 or earlier)	96	79.9%	13.6%	6.5%	3
Baby Boomers (born 1946 to 1964)	4,122	65.6%	20.9%	13.5%	177
Generation X (born 1965 to 1980)	3,429	68.8%	19.8%	11.4%	125
Generation Y (born 1981 or later)	1,200	74.5%	18.5%	7.0%	52

#### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
<b>Environmental Protection Agency</b>	<b>9,030</b>	<b>48.2%</b>	<b>21.7%</b>	<b>30.1%</b>	<b>167</b>
Traditionalists (born 1945 or earlier)	97	61.4%	17.5%	21.1%	1
Baby Boomers (born 1946 to 1964)	4,218	46.9%	22.5%	30.6%	75
Generation X (born 1965 to 1980)	3,485	47.5%	22.6%	29.9%	67
Generation Y (born 1981 or later)	1,230	54.2%	16.5%	29.3%	24

# Environmental Protection Agency

## Generations Comparison Report

### Leadership (continued)

#### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>Environmental Protection Agency</b>	<b>7,922</b>	<b>63.3%</b>	<b>23.9%</b>	<b>12.7%</b>	<b>1,285</b>
Traditionalists (born 1945 or earlier)	90	72.4%	19.7%	7.9%	9
Baby Boomers (born 1946 to 1964)	3,746	61.7%	25.4%	12.9%	555
Generation X (born 1965 to 1980)	3,045	64.4%	22.7%	13.0%	508
Generation Y (born 1981 or later)	1,041	65.8%	22.4%	11.8%	213

### My Satisfaction

#### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
<b>Environmental Protection Agency</b>	<b>9,182</b>	<b>56.8%</b>	<b>21.2%</b>	<b>22.0%</b>
Traditionalists (born 1945 or earlier)	99	66.8%	26.4%	6.8%
Baby Boomers (born 1946 to 1964)	4,293	54.9%	22.0%	23.0%
Generation X (born 1965 to 1980)	3,540	58.3%	19.8%	21.8%
Generation Y (born 1981 or later)	1,250	58.4%	21.6%	20.0%

#### 64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
<b>Environmental Protection Agency</b>	<b>9,178</b>	<b>54.2%</b>	<b>21.1%</b>	<b>24.7%</b>
Traditionalists (born 1945 or earlier)	99	70.2%	17.6%	12.2%
Baby Boomers (born 1946 to 1964)	4,288	54.5%	21.7%	23.8%
Generation X (born 1965 to 1980)	3,544	54.6%	19.7%	25.7%
Generation Y (born 1981 or later)	1,247	50.8%	23.3%	26.0%

#### 65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
<b>Environmental Protection Agency</b>	<b>9,151</b>	<b>58.8%</b>	<b>20.9%</b>	<b>20.3%</b>
Traditionalists (born 1945 or earlier)	99	65.6%	19.7%	14.7%
Baby Boomers (born 1946 to 1964)	4,277	56.8%	21.3%	21.9%
Generation X (born 1965 to 1980)	3,530	59.4%	21.0%	19.6%
Generation Y (born 1981 or later)	1,245	64.0%	19.2%	16.8%

# Environmental Protection Agency

## Generations Comparison Report

### My Satisfaction (continued)

#### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
<b>Environmental Protection Agency</b>	<b>9,144</b>	<b>39.4%</b>	<b>27.6%</b>	<b>33.0%</b>
Traditionalists (born 1945 or earlier)	98	46.3%	31.7%	22.0%
Baby Boomers (born 1946 to 1964)	4,275	39.0%	28.4%	32.6%
Generation X (born 1965 to 1980)	3,529	38.7%	27.7%	33.6%
Generation Y (born 1981 or later)	1,242	42.7%	23.8%	33.6%

#### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
<b>Environmental Protection Agency</b>	<b>9,147</b>	<b>33.5%</b>	<b>31.7%</b>	<b>34.8%</b>
Traditionalists (born 1945 or earlier)	97	35.0%	45.4%	19.7%
Baby Boomers (born 1946 to 1964)	4,273	31.9%	33.3%	34.8%
Generation X (born 1965 to 1980)	3,530	34.4%	29.4%	36.2%
Generation Y (born 1981 or later)	1,247	36.7%	31.9%	31.5%

#### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
<b>Environmental Protection Agency</b>	<b>9,145</b>	<b>54.1%</b>	<b>26.2%</b>	<b>19.7%</b>
Traditionalists (born 1945 or earlier)	98	60.0%	29.1%	10.9%
Baby Boomers (born 1946 to 1964)	4,274	53.0%	27.9%	19.0%
Generation X (born 1965 to 1980)	3,527	54.1%	25.2%	20.7%
Generation Y (born 1981 or later)	1,246	57.9%	22.2%	19.8%

#### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>Environmental Protection Agency</b>	<b>9,163</b>	<b>70.2%</b>	<b>16.5%</b>	<b>13.3%</b>
Traditionalists (born 1945 or earlier)	98	91.0%	5.6%	3.4%
Baby Boomers (born 1946 to 1964)	4,280	69.3%	16.7%	14.0%
Generation X (born 1965 to 1980)	3,536	70.0%	16.9%	13.1%
Generation Y (born 1981 or later)	1,249	72.2%	15.9%	11.9%

# Environmental Protection Agency

## Generations Comparison Report

### My Satisfaction (continued)

#### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>Environmental Protection Agency</b>	<b>9,163</b>	<b>69.3%</b>	<b>15.1%</b>	<b>15.6%</b>
Traditionalists (born 1945 or earlier)	98	73.9%	12.0%	14.2%
Baby Boomers (born 1946 to 1964)	4,278	68.7%	15.3%	16.0%
Generation X (born 1965 to 1980)	3,536	69.9%	14.6%	15.5%
Generation Y (born 1981 or later)	1,251	69.5%	15.6%	14.9%

#### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>Environmental Protection Agency</b>	<b>9,165</b>	<b>59.8%</b>	<b>21.0%</b>	<b>19.3%</b>
Traditionalists (born 1945 or earlier)	98	69.2%	18.9%	11.9%
Baby Boomers (born 1946 to 1964)	4,277	58.1%	20.8%	21.1%
Generation X (born 1965 to 1980)	3,540	60.3%	21.7%	18.1%
Generation Y (born 1981 or later)	1,250	63.9%	19.5%	16.7%

### Work/Life

#### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
<b>Environmental Protection Agency</b>	<b>9,140</b>	<b>90.3%</b>	<b>2.7%</b>	<b>3.5%</b>	<b>3.4%</b>
Traditionalists (born 1945 or earlier)	99	84.6%	0.9%	6.7%	7.8%
Baby Boomers (born 1946 to 1964)	4,265	89.9%	2.8%	3.9%	3.4%
Generation X (born 1965 to 1980)	3,531	92.0%	2.4%	2.6%	3.0%
Generation Y (born 1981 or later)	1,245	87.3%	3.4%	4.7%	4.7%

#### 73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
<b>Environmental Protection Agency</b>	<b>9,170</b>	<b>3.4%</b>	<b>47.3%</b>	<b>12.2%</b>	<b>19.7%</b>
Traditionalists (born 1945 or earlier)	99	1.1%	27.0%	8.0%	20.9%
Baby Boomers (born 1946 to 1964)	4,285	3.9%	43.5%	11.3%	20.9%
Generation X (born 1965 to 1980)	3,538	3.6%	53.2%	12.5%	18.3%
Generation Y (born 1981 or later)	1,248	1.4%	45.8%	15.4%	19.6%

(continued)



## Environmental Protection Agency Generations Comparison Report

### Work/Life (continued)

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>Environmental Protection Agency</b>	<b>9,170</b>	<b>2.0%</b>	<b>1.0%</b>	<b>2.6%</b>	<b>11.7%</b>
Traditionalists (born 1945 or earlier)	99	1.8%	4.9%	2.0%	34.3%
Baby Boomers (born 1946 to 1964)	4,285	2.5%	1.1%	2.3%	14.5%
Generation X (born 1965 to 1980)	3,538	1.6%	0.7%	2.5%	7.7%
Generation Y (born 1981 or later)	1,248	1.8%	0.8%	4.3%	10.8%

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
<b>Environmental Protection Agency</b>	<b>9,121</b>	<b>66.0%</b>	<b>31.6%</b>	<b>2.4%</b>
Traditionalists (born 1945 or earlier)	99	48.0%	49.1%	2.9%
Baby Boomers (born 1946 to 1964)	4,255	64.5%	33.1%	2.4%
Generation X (born 1965 to 1980)	3,523	66.9%	30.5%	2.6%
Generation Y (born 1981 or later)	1,244	70.6%	27.6%	1.8%

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
<b>Environmental Protection Agency</b>	<b>9,119</b>	<b>37.8%</b>	<b>58.8%</b>	<b>3.4%</b>
Traditionalists (born 1945 or earlier)	96	28.3%	69.7%	2.1%
Baby Boomers (born 1946 to 1964)	4,259	36.4%	60.4%	3.3%
Generation X (born 1965 to 1980)	3,522	38.5%	57.7%	3.8%
Generation Y (born 1981 or later)	1,242	41.9%	54.9%	3.2%

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
<b>Environmental Protection Agency</b>	<b>9,073</b>	<b>12.5%</b>	<b>85.4%</b>	<b>2.1%</b>
Traditionalists (born 1945 or earlier)	98	12.5%	85.5%	2.0%
Baby Boomers (born 1946 to 1964)	4,237	13.3%	85.1%	1.6%
Generation X (born 1965 to 1980)	3,503	12.8%	85.0%	2.2%
Generation Y (born 1981 or later)	1,235	8.5%	88.1%	3.4%

## Environmental Protection Agency Generations Comparison Report

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
<b>Environmental Protection Agency</b>	<b>9,101</b>	<b>3.0%</b>	<b>85.5%</b>	<b>11.4%</b>
Traditionalists (born 1945 or earlier)	99	4.0%	93.2%	2.8%
Baby Boomers (born 1946 to 1964)	4,247	1.7%	89.2%	9.0%
Generation X (born 1965 to 1980)	3,514	4.3%	82.3%	13.3%
Generation Y (born 1981 or later)	1,241	4.1%	80.6%	15.4%

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
<b>Environmental Protection Agency</b>	<b>9,100</b>	<b>2.4%</b>	<b>85.6%</b>	<b>12.0%</b>
Traditionalists (born 1945 or earlier)	95	6.1%	89.6%	4.3%
Baby Boomers (born 1946 to 1964)	4,250	3.1%	85.6%	11.3%
Generation X (born 1965 to 1980)	3,514	1.9%	85.4%	12.7%
Generation Y (born 1981 or later)	1,241	0.8%	86.1%	13.1%

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
<b>Environmental Protection Agency</b>	<b>7,546</b>	<b>88.1%</b>	<b>7.3%</b>	<b>4.7%</b>	<b>55</b>
Traditionalists (born 1945 or earlier)	53	83.1%	15.2%	1.7%	1
Baby Boomers (born 1946 to 1964)	3,395	87.8%	7.7%	4.5%	26
Generation X (born 1965 to 1980)	3,083	88.2%	6.8%	4.9%	18
Generation Y (born 1981 or later)	1,015	89.0%	6.4%	4.6%	10

*\*The results for this item only include employees who indicated that they participated in this program.*

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
<b>Environmental Protection Agency</b>	<b>5,984</b>	<b>94.0%</b>	<b>4.0%</b>	<b>2.0%</b>	<b>76</b>
Traditionalists (born 1945 or earlier)	44	85.0%	12.9%	2.1%	2
Baby Boomers (born 1946 to 1964)	2,734	93.7%	4.2%	2.0%	32
Generation X (born 1965 to 1980)	2,343	94.2%	3.9%	1.9%	29
Generation Y (born 1981 or later)	863	95.0%	2.8%	2.3%	13

*\*The results for this item only include employees who indicated that they participated in this program.*

## Environmental Protection Agency Generations Comparison Report

### Work/Life (continued)

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
<b>Environmental Protection Agency</b>	<b>3,380</b>	<b>86.1%</b>	<b>11.1%</b>	<b>2.8%</b>	<b>113</b>
Traditionalists (born 1945 or earlier)	29	80.9%	19.1%	0.0%	1
Baby Boomers (born 1946 to 1964)	1,517	86.2%	11.3%	2.5%	55
Generation X (born 1965 to 1980)	1,323	86.7%	10.9%	2.5%	42
Generation Y (born 1981 or later)	511	84.8%	10.3%	4.9%	15

\*The results for this item only include employees who indicated that they participated in this program.

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
<b>Environmental Protection Agency</b>	<b>1,111</b>	<b>81.9%</b>	<b>13.3%</b>	<b>4.8%</b>	<b>135</b>
Traditionalists (born 1945 or earlier)	12	74.2%	15.4%	10.4%	1
Baby Boomers (born 1946 to 1964)	556	81.5%	14.6%	4.0%	75
Generation X (born 1965 to 1980)	437	84.3%	10.6%	5.1%	45
Generation Y (born 1981 or later)	106	74.4%	18.3%	7.3%	14

\*The results for this item only include employees who indicated that they participated in this program.

#### 83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
<b>Environmental Protection Agency</b>	<b>259</b>	<b>74.6%</b>	<b>20.9%</b>	<b>4.5%</b>	<b>113</b>
Traditionalists (born 1945 or earlier)	<10	--	--	--	--
Baby Boomers (born 1946 to 1964)	61	69.3%	29.1%	1.6%	64
Generation X (born 1965 to 1980)	148	75.0%	18.5%	6.5%	35
Generation Y (born 1981 or later)	48	79.8%	18.4%	1.9%	12

\*The results for this item only include employees who indicated that they participated in this program.

#### 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
<b>Environmental Protection Agency</b>	<b>209</b>	<b>71.1%</b>	<b>26.1%</b>	<b>2.8%</b>	<b>96</b>
Traditionalists (born 1945 or earlier)	<10	--	--	--	--
Baby Boomers (born 1946 to 1964)	129	74.7%	21.5%	3.9%	49
Generation X (born 1965 to 1980)	67	68.8%	29.9%	1.3%	32
Generation Y (born 1981 or later)	<10	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.